



NEW SOUTH WALES
INDUSTRIAL GAZETTE

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(1605)

SERIAL C2117

RINKER GROUP T/A READYMIX HOLDINGS PTY LIMITED NEWCASTLE TRANSPORT (STATE) AWARD 2002

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Rinker Group T/A Readymix Holdings Pty Limited.

(No. IRC 3733 of 2003)

AWARD

1. Title of Award

This award shall be known as Rinker Group T/A Readymix Holdings Pty Limited Newcastle Transport (State) Award 2002.

2. Arrangement

Clause No.	Subject Matter
1.	Title of Award
2.	Arrangement
3.	The Enterprise(s)
4.	Parties to the Award
5.	Relationship to Parent Awards
6.	Term of Award
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13.	Sick Leave
14.	Personal/Carer's Leave
15.	Awareness Training
16.	Disputes Procedure
17.	The First, Second and Third Awards
18.	Remuneration Adjustments Stages
19.	Anti-Discrimination

Annexure A

Annexure B

3. The Enterprise(s)

This award shall apply at sites operated by Rinker Group t/a Readymix Holdings Pty Limited Newcastle and Central Coast which are set out in Annexure "A" in respect of employees covered by the following awards:

- (a) Transport Industry Quarried Materials (State) Award published 24 August 2001 (327 I.G. 39); and
- (b) Transport Industry Mixed Enterprises Interim (State) Award published 23 November 2001 (329 I.G. 748).

4. Parties to the Award

This award shall be binding on:

- (a) Rinker Group T/A Readymix Holdings Pty Limited Country East (Newcastle and Central Coast) at sites set out in Annexure A" to this award (hereafter "the Company").
- (b) The Transport Workers' Union of Australia of New South Wales.

5. Relationship to Parent Awards

5.1 This award shall be read and construed in conjunction with the following awards:

- (a) Transport Industry Quarried Materials (State) Award; and
- (b) Transport Industry Mixed Enterprises Interim (State) Award.

5.2 Where there is inconsistency between the awards in subclause 5. 1 above and this award, this award shall prevail to the extent of the inconsistency.

6. Term of Award

This award shall come into operation on and from the first full pay period to commence on or after 24 July 2003 and shall remain in force for a term of two years.

7. No Extra Claims

Except for general movements in award wages granted by the Industrial Relations Commission of New South Wales via State Wage Cases that are not subject to absorption, there shall be no further claims for remuneration increases during the term of this award.

8. Review of Award

The parties agree to review this award no later than 12 weeks prior to the end of its term. In the context of this review, the parties shall examine both the operation of the award and the possibilities of entering into a further award, based on continuous improvement and other agreed measures.

9. Cleanliness

Truck and personal cleanliness are the responsibility of drivers. To this end all drivers shall maintain their vehicles in a clean and tidy state to a standard acceptable to the employer. Company-issued uniforms must be worn as directed by the employer.

10. Daily Drivers Sheets

Drivers shall continue to fill in daily drivers sheets as applicable.

11. Utilisation and Quality

Drivers shall co-operate with Company initiatives to improve utilisation rates and reduce costs. To this end drivers shall be actively involved in maintaining a proactive tyre maintenance program. Drivers shall record and undertake all preventative maintenance as required.

As a part of ensuring continued quality control, all slumps are to be delivered to site at the specified slump (within the drivers control) as indicated on the concrete delivery docket.

12. Allocation of Work

Drivers in consultation with the Company shall allocate their own work if required. (Aggregate and Cement only).

13. Sick Leave

A doctor's certificate is to be produced if a sick day is taken on either side of a long weekend, RDOs or annual leave.

In the event that the Company identifies individuals with an absenteeism problem, the Company may require the individuals concerned to produce a doctor's certificate as part of the counselling and disciplinary procedure. In any event, no employee is to take more than two single days absences without satisfactory proof of illness.

14. Personal/Carer's Leave

14.1 Use of Sick Leave

- (a) An employee other than a casual employee, with responsibilities in relation to a class of person set out in subparagraph (ii) of paragraph (c) of this subclause, who needs the employee's care and support, shall be entitled to use, in accordance with this subclause, any current or accrued sick leave entitlement, for absences to provide care and support, for such persons when they are ill. Such leave may be taken for part of a single day.
- (b) The employee shall, if required, establish, either by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another person. In normal circumstances, an employee must not take carer's leave under this subclause where another person has taken leave to care for the same person.
- (c) The entitlement to use sick leave in accordance with this subclause is subject to:
 - (i) the employee being responsible for the care of the person concerned; and
 - (ii) the person concerned being:
 - (a) a spouse of the employee; or
 - (b) a de facto spouse, who in relation to a person is a person of the opposite sex to the first-mentioned person, who lives with the first-mentioned person as the husband or wife of that person on a bona fide domestic basis, although not legally married to that person; or
 - (c) a child or an adult child (including an adopted child, a stepchild, a foster child or an ex nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild or sibling of the employee or spouse or de facto spouse of the employee; or
 - (d) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or
 - (e) a relative of the employee who is a member of the same household, where for purposes of this subparagraph:
 - (1) "relative" means a person related by blood, marriage or affinity;
 - (2) "affinity" means a relationship that one spouse because of marriage has to blood relatives of the other; and
 - (3) "household" means a family group living in the same domestic dwelling.

14.2 Unpaid Leave for Family Purposes

- (a) An employee may elect, with the consent of the employer, to take unpaid leave for the purpose of providing care and support to a member of a class of person set out in subparagraph (ii) of paragraph (c) of subclause 14.1 of this clause who is ill.

14.3 Annual Leave

- (a) An employee may elect, with the consent of the employer, subject to the *Annual Holidays Act* 1944, to take annual leave not exceeding five days in single day periods or part thereof, in any calendar year at a time or times agreed by the parties.
- (b) Access to annual leave, as prescribed in paragraph (a) of this subclause, shall be inclusive of any shutdown period provided for elsewhere under this award.
- (c) An employee and employer may agree to defer payment of the annual leave loading in respect of single-day absences until at least five consecutive annual leave days are taken.

14.4 Make-up Time

- (a) An employee may elect, with the consent of the employer, to work "make-up time", under which the employee takes time off ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the award, at the ordinary rate of pay.
- (b) An employee may elect, with the consent of the employer, to work "make-up time" (under which the employee takes time off ordinary hours and works those hours at a later time), at the shift work rate which would have been applicable to the hours taken off.

14.5 Rostered Days Off

- (a) An employee may elect, with the consent of the employer, to take a rostered day off at any time.
- (b) An employee may elect, with the consent of the employer, to take rostered days off in part-day amounts.
- (c) An employee may elect, with the consent of the employer, to accrue some or all rostered days off for the purpose of creating a bank to be drawn upon at a time mutually agreed between the employer and employee, or subject to reasonable notice by the employee or employer.
- (d) This subclause is subject to the employer informing the union where it has members employed at the particular enterprise of its intention to introduce an enterprise system of RDO flexibility, and providing a reasonable opportunity for the union to participate in negotiations.

14.6 Time Off in Lieu of Payment for Overtime

- (a) An employee may elect, with the consent of the employer, to take time off in lieu of payment for overtime at a time or times agreed with the employer within 12 months of the said election.
- (b) Overtime taken as time off during ordinary-time hours shall be taken at the ordinary-time rate, that is, an hour for each hour worked.
- (c) If, having elected to take time as leave in accordance with paragraph (a) of this subclause, the leave is not taken for whatever reason, payment for time accrued at overtime rates shall be made at the expiry of the 12-month period or on termination.
- (d) Where no election is made in accordance with the said paragraph (a), the employee shall be paid overtime rates in accordance with the award.

15. Awareness Training

All employees covered by this award shall be provided with general awareness training on enterprise bargaining.

The content and providers of this training shall be mutually acceptable to the parties to this award.

Wherever practicable, awareness training will be conducted in ordinary time hours.

The Company shall pay for the awareness training and employees shall be paid in accordance with the relevant parent award while attending such training.

The duration and timing of the training sessions should be structured so as to minimise their effect on the continuous operation of the Company's activities and customer service.

16. Disputes Procedure

16.1 Procedures relating to grievances of individual employees

- (a) The employee is required to notify (in writing or otherwise) the employer as to the substance of the grievance, request a meeting with the employer for bilateral discussions and state the remedy sought.
- (b) A grievance must initially be dealt with as close to its source as possible, with graduated steps for further discussion and resolution at higher levels of authority.
- (c) Reasonable time limits (48 hours) must be allowed for discussion at each level of authority.
- (d) At the conclusion of the discussion, the employer must provide a response to the employee's grievance. If the matter has not been resolved, it shall be referred to the Industrial Relations Commission for resolution.
- (e) While a procedure is being followed, normal work must continue.
- (f) The employee may be represented by an industrial organisation of employees.

16.2 Procedures relating to disputes, etc., between employers and their employees

- (a) A question, dispute or difficulty must initially be dealt with as close to its source as possible, with graduated steps for further discussion and resolution at higher levels of authority.
- (b) Reasonable time limits (48 hours) must be allowed for discussion at each level of authority.
- (c) While a procedure is being followed, normal work must continue.
- (d) The employee may be represented by an industrial organisation of employees for the purpose of each procedure.

17. The First, Second and Third Awards

The parties to this award agree that the output and improvements in productivity and efficiency made from the awards known as "CSR T/A The Readymix Group - Newcastle Transport Enterprise Bargaining Framework (State) Award 1996" (the first award) and "CSR Ltd T/A The Readymix Group Newcastle Transport (State) Award 1998" (the second award) and the CSR Ltd T/A The Readymix Group Newcastle Transport (State) Award 2000 (the third award) published 10 May 2002 (333 I.G. 484) shall be the starting point for further improvements outlined in this award.

Provisions of the first, second and third awards shall continue to operate as if they were provisions of this award unless specifically deleted or varied by this award.

18. Remuneration Adjustment Stages

18.1 Remuneration is as detailed in Annexure "B" of this award.

18.2 This award shall be divided into two separate stages for remuneration increases:

Stage 1

Upon expiry of the CSR Limited T/A Readymix Holdings Pty Limited - Newcastle Transport (State) Award 2000, a 3% increase shall be paid to employees the subject of this award.

Stage 2

12 months after the payment of Stage 1 above, a further 3% shall be paid to the employees the subject of this award.

18.3 Salary Sacrifice of Superannuation Contributions

- (a) Remuneration may be made up entirely of wages or, at the option of an employee (other than a casual employee) and subject to the employer's agreement, wages and a superannuation contribution to the CSR Australian Superannuation Fund (CSR Super). Wages and Superannuation are the two components which will make up remuneration. The sum allocated to each component will be negotiated initially between the employer and the employee and thereafter renegotiated in accordance with this clause.
- (b) Should the employer make a superannuation contribution in accordance with this clause, it shall not, to the extent of that contribution, be liable to pay wages to the employee under this award.
- (c) The opportunity for an employee to initially negotiate the components of remuneration as per paragraph (a) above shall be in accordance with procedures determined by the employer and can only be changed in accordance with the Company procedures during the period specified. Thereafter, the opportunity to renegotiate with the employer the components of remuneration as per paragraph (a) above shall be available once a year at a time and in accordance with procedures determined by the employer, and can only be changed in accordance with the Company procedures during the period specified. In the event that changes in legislation, the *Income Tax Assessment Act 1997*, tax office rulings or determinations remove or alter the Company's capacity to maintain the salary sacrificing arrangements pursuant to this agreement, the Company will be entitled to withdraw from these arrangements by giving notice to each affected employee.

19. Anti-Discrimination

- 19.1 It is the intention of the parties bound by this award to seek to achieve the object in section 3 (f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- 19.2 It follows that, in fulfilling their obligations under the dispute resolution procedure prescribed by this award, the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- 19.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 19.4 Nothing in this clause is to be taken to affect:
- (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;

- (c) any act or practice of a body established to propagate religion which is exempted under section 56 (d) of the *Anti-Discrimination Act 1977*; or
- (d) a party to this award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.

19.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

NOTES

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

“Nothing in this Act affects... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion.”

ANNEXURE "A"

This award shall apply at the following sites:

Wyang Concrete Plant
 Lot 18 Pavitt Crescent
 NORTH WYONG

Teralba Concrete Plant
 Pitt Street
 TERALBA

Sandgate Laboratory
 Mangrove Road
 SANDGATE

Tighes Hill Concrete Plant
 Industrial Drive
 TIGHES HILL

Salamander Bay Concrete Plant
 Muller Road
 SALAMANDER BAY

Raymond Terrace Concrete Plant
 Pacific Highway
 HEATHERBRAE

ANNEXURE "B"

REMUNERATION RATES and ALLOWANCES

Monetary Rates Table

- (i) Transport Industry Mixed Enterprises (State) Award Classifications

Grade	(3% Increase) Stage 1	(3% Increase) Stage 2
-------	-----------------------	-----------------------

	New Rate (per week)	New Rate (per week)
Grade 3	587.48	605.11
Grade 4	599.30	617.27
Grade 5	627.80	646.63
Grade 6	635.21	654.27
Grade 7	638.33	657.48

Allowances

	(3% Increase) Stage 1 New Rate (per week)	(3% Increase) Stage 2 New Rate (per week)
HIAB Crane Allowance	27.33	28.15
Leading Hand Allowance	29.31	30.19

(ii) Transport Industry Quarried Materials (State) Award Classifications

Grade	Basic		Certificate		Advanced Certificate	
	(3% Increase) Stage 1 New Rate (per week)	(3% Increase) Stage 2 New Rate (per week)	(3% Increase) Stage 1 New Rate (per week)	(3% Increase) Stage 2 New Rate (per week)	(3% Increase) Stage 1 New Rate (per week)	(3% Increase) Stage 2 New Rate (per week)
Grade 1	573.35	590.55	-	-	-	-
Grade 2 Vehicle Class 1	577.52	594.85	588.18	605.83	-	-
Grade 2 Vehicle Class 2	583.08	600.58	593.73	611.55	-	-
Grade 2 Vehicle Class 3	592.35	610.12	603.00	621.09	-	-
Grade 2 Vehicle Class 4	622.70	641.38	633.37	652.37	644.02	663.34
Grade 2 Vehicle Class 5	629.76	648.66	640.42	659.64	650.85	670.37
Grade 3	-	-	740.28	762.49	-	-

J. N. REDMAN, Commissioner.

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(789)

SERIAL C2039

BOOTMAKERS AND HEEL BAR OPERATIVES, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Shop Assistants and Warehouse Employees' Federation of Australia, Newcastle and Northern, New South Wales and Shop, Distributive and Allied Employees' Association, New South Wales, industrial organisation of employees.

(No. IRC 3199 and 3203 of 2003)

Before Commissioner Ritchie

30 June 2003

VARIATION

1. Delete paragraph (a) of clause 5, State Wage Case Adjustments, of the award published 31 August 2001 (327 I.G. 428) and insert in lieu thereof the following:
 - (a) The rates of pay in this award include the adjustments payable under the State Wage Case 2003. These adjustments may be offset against:
 - (i) any equivalent overaward payments, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Table 1 - Wage Rates, of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 1 - Wage Rates

Group No.	Brief Description	Total Wage \$
1	Heel Bar Operative	481.50
2	Boot or Shoe Repairer	501.50
3	Bespoke Bootmaker	516.50
4	Surgical Bootmaker	531.50

3. Delete Items 1 and 2 of Table 2 - Other Rates and Allowances, of the said Part B, and insert in lieu thereof the following:

Item No.	Clause No.	Brief Description	Amount \$
1	4(ii)	Repair anatomical, surgical or orthopaedic boots or shoes	6.90 per week
2	11	Minimum - Adult - Junior	3.10 2.60

4. This variation shall take effect from the first full pay period commencing on or after 6 July 2003.

D. W. RITCHIE, Commissioner.

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(082)

SERIAL C2067

CLERICAL AND ADMINISTRATIVE EMPLOYEES IN PERMANENT BUILDING SOCIETIES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, industrial organisation of employees.

(No. IRC 3044 of 2033)

Before The Honourable Justice Glynn

2 July 2003

VARIATION

1. Delete subclause (xi) of clause 4, Classification Structure and Wages, of the award published 1 December 2000 (320 I.G. 789), and insert in lieu thereof the following:
 - (xi) State Wage Case Adjustments - The rates of pay in this award include the adjustments payable under the State Wage Case of 2003. These adjustments may be offset against:
 - (a) any equivalent over award payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Part E, Monetary Rates and insert in lieu thereof the following:

PART E**MONETARY RATES****Table 1 - Wages**

Adults - The minimum rates of wages per week for adult employees shall be the rate of wage as set out below for the relevant grades:			
Grade	Former Weekly Rate \$	SWC 2003 \$	New Weekly Rate \$
Grade 1	472.00	17.00	489.00
Grade 2	491.50	17.00	508.50
Grade 3	525.20	17.00	542.20
Grade 4	566.90	17.00	583.90
Grade 5	627.50	17.00	644.50

Juniors - Junior employees performing duties of an Adult Grade 3 employee:			
Age	Former Weekly Rate \$	SWC 2003 %	New Weekly Rate \$
At 17 years of age	250.00	3.2	258.00
At 18 years of age	308.90	3.2	318.80
At 19 years of age	353.10	3.2	364.40
At 20 years of age	416.85	3.2	430.20

All other junior employees:			
Age	Former Weekly Rate \$	SWC 2003 %	New Weekly Rate \$
Under 17 years of age	187.65	3.2	193.65
At 17 years of age	234.90	3.2	242.40
At 18 years of age	287.95	3.2	297.15
At 19 years of age	326.50	3.2	336.95
At 20 years of age	384.20	3.2	396.50

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	4(iv)(a)(1)	Saturday Loadings - Adults Employees under 21 years of age	13.15 8.90
2	5(iii)(a) 17(vii)(e) 17(viii)(g)	Meal Money	10.15
3	5(iii)(b)	Meal Allowance	10.15
4	6(iii)	Own Car Allowance Vehicle 1500 cc and under Vehicle over 1500 cc	103.90 per week 124.30 per week
5	6(iv)	Own Car Allowance - for use on a casual or incidental basis	0.56 per km
6	9(i)	Stand by/Call Back Allowance: Monday - Friday inclusive Weekends/Public Holidays	7.05 per day 14.00 per day
7	12(i)(a)	First-aid Allowance	8.35 per week
8	14(i)	Training Allowance	3.20 per day
9	19(iii)(b)(1)	Meal Allowance - shift work	10.15

3. This variation shall take effect from the first full pay period to commence on or after 10 July 2003.

L. C. GLYNN J.

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(027)

SERIAL C2068

CLERICAL INDUSTRY (STATE) TRAINING WAGE AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, industrial organisation of employees.

(No. IRC 3617 of 2003)

Before The Honourable Justice Glynn

21 July 2003

VARIATION

1. Delete subclause (d) of clause 7, Wages, of the award published 9 February 2001 (322 I.G. 6), and insert in lieu thereof the following:
 - (d) The rates of pay in this award include the adjustments payable under the State Wage Case 2003. These adjustments may be offset against:
 - (i) any equivalent over-award payments; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete subparagraph (b) of paragraph (ii) of subclause (k) of clause 7, Wages, and insert in lieu thereof the following:
 - (b) An adult trainee who is undertaking a traineeship for an AQF IV qualification shall receive the following weekly wage as applicable based on the allocation of AQF III qualifications.

Industry/Skill Level	First Year of Traineeship \$	Second Year of Traineeship \$
Industry/Skill Level A	440.00	457.00
Industry/Skill Level B	421.00	437.00
Industry/Skill Level C	375.00	389.00

3. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Weekly Rates - Industry/Skill Level A**

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A.

	Highest year of schooling completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School leaver	207.00	227.00	274.00
Plus 1 year out of school	227.00	274.00	319.00
Plus 2 years	274.00	319.00	371.00
Plus 3 years	319.00	371.00	424.00
Plus 4 years	371.00	424.00	
Plus 5 years or more	424.00		

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 2 - Weekly Rates - Industry/Skill Level B

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A.

	Highest year of schooling completed		
	Year 10 \$	Year 11 \$	Year 12 \$

School leaver	207.00	227.00	264.00
Plus 1 year out of school	227.00	264.00	304.00
Plus 2 years	264.00	304.00	357.00
Plus 3 years	304.00	357.00	406.00
Plus 4 years	357.00	406.00	
Plus 5 years or more	406.00		

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 3 - Weekly Rates - Industry/Skill Level C

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C.

	Highest year of schooling completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School leaver	207.00	227.00	257.00
Plus 1 year out of school	227.00	257.00	289.00
Plus 2 years	257.00	289.00	323.00
Plus 3 years	289.00	323.00	361.00
Plus 4 years	323.00	361.00	
Plus 5 years or more	361.00		

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 4 - School-Based Traineeships

	Year of schooling	
	Year 11 \$	Year 12 \$
School-based traineeships Skill Levels A, B and C	207.00	227.00

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 5 - Hourly Rates for Trainees Who Have Left School

Industry/Skill Level A			
	Year 10 \$	Year 11 \$	Year 12 \$
School leaver	6.81	7.47	9.01
Plus 1 year after leaving school	7.47	9.01	10.49
Plus 2 years	9.01	10.49	12.20
Plus 3 years	10.49	12.20	13.95
Plus 4 years	12.20	13.95	
Plus 5 years or more	13.95		
Industry/Skill Level B			
School leaver	6.81	7.47	8.68
Plus 1 year after leaving school	7.47	8.68	10.00
Plus 2 years	8.68	10.00	11.74
Plus 3 years	10.00	11.74	13.36

Plus 4 years	11.74	13.36	
Plus 5 years or more	13.36		
Industry/Skill Level C			
School leaver	6.81	7.47	8.45
Plus 1 year after leaving school	7.47	8.45	9.51
Plus 2 years	8.45	9.51	10.63
Plus 3 years	9.51	10.63	11.88
Plus 4 years	10.63	11.88	
Plus 5 years or more	11.88		

Table 6 - Hourly Rates for School-Based Traineeships

	Year of Schooling	
	Year 11	Year 12
	\$	\$
Skills levels A, B and C	6.81	7.47

4. This variation shall take effect from the first full pay period to commence on or after 2 August 2003.

L. C. GLYNN *J.*

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(139)

SERIAL C1991

CLOTHING TRADES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of Australia, New South Wales Branch, industrial organisation of employees.

(No. IRC 2831 of 2003)

Before Commissioner Murphy

17 June 2003

VARIATION

1. Delete clause 7, Absorption Commitment, of the award published 19 October 2001 (328 I.G. 952), and insert in lieu thereof the following:

7. Absorption Commitment

- 7.1 The rates of pay in this award include the adjustments payable under the State Wage Case 2003. These adjustments may be offset against:
- (i) any equivalent overaward payments; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net adjustments and minimum rates adjustments.
- 7.2 The rates in Table 1 - Rates of Pay, and the rates in Table 2 - Other Rates and Allowances, of Part B, Monetary Rates, shall operate from the beginning of the first pay period to commence on or after 23 July 2003.
2. Delete the amount "\$53.00 per week" appearing in subclause 13.3 and paragraph 13.9.3 of clause 13, Workers Eligible for a Supported Wage, and substitute the amount "\$56.00 per week".
3. Delete the paragraph commencing "Wages" in clause 63, Schedule "C" - Information to be Given to Outworkers, and insert in lieu thereof the following:
- Wages - According to law, as at 23 July 2003 the usual weekly wage for 38 hours, Monday to Friday is \$487.60. The hourly rate is \$12.83. Remember, the law says you must not be paid less than the hourly rate according to the award.
4. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Rates of Pay

Clause 6 - Rates of Pay

Adult Rates of Pay from the beginning of the first pay period to commence on or after 23 July 2003.

Skill Level	Relativity to Skill Level 4 Per Week %	Award Rate \$
Trainee	78	448.40
1	82	465.10*
2	87.4	487.60
3	92.4	508.50
4	100	542.20
5#	-	583.90**

* Calculation for minute pay rate for PBR purposes

** Not yet determined as to relativity

Not a skill level

Table 2 - Other Rates and Allowances

Allowances payable from the beginning of the first pay period to commence on or after 23 July 2003.

Item No.	Clause No.	Brief Description	Amount
			\$
1	6.6.1	Head of table or bench of machines, in charge of four or more persons - above appropriate machinist rate	13.40
2	6.6.2	Head of table or bench of machines, in charge of four or more persons - above appropriate machinist rate	9.80
3	17.1	Meal Money	7.75
4	46.1	Disability Allowances - Inadequate dining facilities	3.30 per day
5	46.2	Disability Allowances - Inadequate rest facilities	3.30 per day

5. This variation shall take effect from the first full pay period to commence on or after 23 July 2003.

J. P. MURPHY, Commissioner.

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(286)

SERIAL C2074

DRY CLEANING (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of Australia, New South Wales Branch, industrial organisation of employees.

(No. IRC 2825 of 2003)

Before Commissioner Murphy

17 June 2003

VARIATION

1. Delete subclause 14.4 of clause 14, Rates of Pay, of the award published 30 November 2001 (329 I.G. 1111) and insert in lieu thereof the following:

14.4 The rates of pay in this award include the adjustments payable under the State Wage Case 2003. These adjustments may be offset against:

- (1) any equivalent overaward payments; and/or
 - (2) award wage increases since 29 May 1991 other than safety net adjustments and minimum rates adjustments.
2. Delete the amount "\$53.00 per week" appearing in paragraph 9.4.2 and subparagraph (c) of paragraph 9.7.6 of clause 9, Supported Wage, of the award and substitute the amount "\$56.00 per week".
 3. Delete Part B - Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Rates of Pay

Group	Classification	Total Minimum Award Rate Per Week \$
A	Invisible mender, Tailor or tailoress	508.50
B	Presser Receiver and despatcher in charge (namely a person in charge of a depot and responsible for the keeping of records and responsible for cash) Cleaner (operating dry cleaning machine)	473.40
C	Repairee (other than tailor or tailoress) Spotter presser (off-set press) Hand ironer receiver and/or dispatcher	473.40
D	Wet cleaner, Steam air finisher, Examiner of garments, Assembler of garments, Sorter of garments	465.10
E	All others	448.40

Table 2 - Other Rates And Allowances

Allowances payable from the beginning of the first pay period to commence on or after 21 August 2003.

Item No.	Clause No.	Brief Description	Amount (\$)
1	17.1.1	Meal Money	4.90

4. This variation shall take effect from the first full pay period to commence on or after 21 August 2003.

J. P. MURPHY, Commissioner.

(168)

SERIAL C2073

FOOTWEAR MANUFACTURING INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of Australia, New South Wales Branch, industrial organisation of employees.

(No. IRC 2821 of 2003)

Before Commissioner Murphy

17 June 2003

VARIATION

1. Delete subclause 8.2 of clause 8, Rates of Pay, of the award published 22 February 2002 (331 I.G. 606), as varied, and insert in lieu thereof the following:
 - 8.2 The rates of pay in this award include the adjustments payable under the State Wage Case 2003. These adjustments may be offset against:
 - (i) any equivalent overaward payments, and/or

- (ii) award wage increases since 29 May 1991 other than safety net adjustments and minimum rates adjustments.

2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Wages

The following rates of pay are payable from the beginning of the first pay period to commence on or after 7 September 2003.

Adult Rates of Pay - Clause 8

Classification Skill Level	Minimum Weekly Award Wage Rate* \$
Trainee	448.40
1	465.10
2	487.60
3	508.50
4	542.20
5#	583.90

- * The weekly award wage rate for ordinary hours combines the base rate, supplementary payment and arbitrated safety net adjustments and State Wage Case decisions awarded since the May 1991 Review of Wage Fixing Principles.

Wage Band

Junior Rates of Pay - Clause 15

	Percentage of Skill Level 1 Skill Level 1 = \$465.10 %	Minimum Weekly Award Rate \$
Under 16 years of age	44%	204.65
16 years and under 17 years	55%	255.80
17 years and under 18 years	66%	306.95
18 years and under 19 years	77%	358.15
19 years and under 20 years	86%	400.00
20 years and under 21 years	94%	437.20
At 21 years of age	Appropriate Adult Rate	

Apprentice Rates of Pay - 4 Year Term - Clause 12

Experience Four Year Term	% of Skill Level 3 (Skill Level 3 = \$508.50)	Minimum Weekly Award Rate (\$)
1st year		
- 1st six months	47%	239.00
- 2nd six months	55%	279.70
2nd year		

- 1st six months	60%	305.10
- 2nd six months	65%	330.55
3rd year		
- 1st six months	75%	381.40
- 2nd six months	80%	406.80
4th year		
- 1st six months	90%	457.65
- 2nd six months	95%	483.10

Apprentice Rates of Pay - 3 Year Term - Clause 12

Experience Three Year Term	% of Skill Level 3 (Skill Level 3 = \$508.50)	Minimum Weekly Award Rate (\$)
1st year		
- 1st six months	60%	305.10
- 2nd six months	65%	330.55
2nd year		
- 1st six months	75%	381.40
- 2nd six months	80%	406.80
3rd year		
- 1st six months	90%	457.65
- 2nd six months	95%	483.10

Table 2 - Other Rates and Allowances

The allowances in this table shall be payable from the beginning of the first pay period to commence on or after 7 September 2003

No.	Clause No.	Brief Description	Amount \$
1	10	Leading Hands -	
2		3 to 10	20.10 per week
3		11 to 20	30.75 per week
4	24.4	Meal allowance	7.80
5	26.6.2	Change of shift without 2 days' notice	14.85
6	43.1	First-aid Attendants -	
		1-50 employees	9.10 per week
		51 employees or more	11.45 per week

3. This variation shall take effect from the first full pay period to commence on or after 7 September 2003.

J. P. MURPHY, Commissioner.

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(4183)

SERIAL C2096

GRADUATE-AT-LAW (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, industrial organisation of employees.

(No. IRC 2939 of 2003)

Before The Honourable Justice Glynn

30 July 2003

VARIATION

1. Delete subclause (ii) of clause 3, Salary, of the award published 4 August 1995 and the reviewed award published 16 June 2000 (316 I.G. 552) and insert in lieu thereof the following:
 - (ii) The rates of pay in this award include the adjustments payable under the State Wage Case 2003. These adjustments may be offset against:
 - (a) any equivalent overaward payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete Table 1 - Wages, of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 1 - Wages

Classification	Former Amount per annum \$	SWC 2003 per annum \$	Total Rate per annum \$
Graduate-at-Law	23,597.70	887.40	24,485.10

3. This variation shall take effect from the beginning of the first full pay period to commence on or after 10 August 2003.

L. C. GLYNN *J.*

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(372)

SERIAL C2030

HAIRDRESSERS', &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 2479 of 2003)

Before Commissioner Bishop

20 June 2003

VARIATION

1. Insert into the Arrangement, of the award published 3 November 2000 (319 I.G. 1017), the following new clause number and subject matter and renumber clause 39 to read clause 40:

39. Deduction of Union Membership Fees

2. Insert after clause 38, Anti-Discrimination, the following new clause:

39. Deduction of Union Membership Fees

- (i) The employer shall deduct Union membership fees (not including fines or levies) from the pay of any employee, provided that:

- (a) the employee has authorised the employer to make such deductions in accordance with subclause (ii) herein;
 - (b) the Union shall advise the employer of the amount to be deducted for each pay period applying at the employer's workplace and any changes to that amount;
 - (c) deduction of union membership fees shall only occur in each pay period in which payment has or is to be made to an employee; and
 - (d) there shall be no requirement to make deductions for casual employees with less than two months' service (continuous or otherwise).
- (ii) The employee's authorisation shall be in writing and shall authorise the deduction of an amount of Union fees (including any variation in that fee effected in accordance with the Union's rules) that the Union advises the employer to deduct. Where the employee passes any such written authorisation to the Union, the Union shall not pass the written authorisation on to the employer without first obtaining the employee's consent to do so. Such consent may form part of the written authorisation.
- (iii) Monies so deducted from employees' pay shall be remitted to the Union on either a weekly, fortnightly, monthly or quarterly basis at the employer's election, together with all necessary information to enable the reconciliation and crediting of subscriptions to employees' membership accounts, provided that:
- (a) where the employer has elected to remit on a weekly or fortnightly basis, the employer shall be entitled to retain up to five per cent of the monies deducted; and
 - (b) where the employer has elected to remit on a monthly or quarterly basis, the employer shall be entitled to retain up to 2.5 per cent of the monies deducted.
- (iv) Where an employee has already authorised the deduction of Union membership fees in writing from his or her pay prior to this clause taking effect, nothing in this clause shall be read as requiring the employee to make a fresh authorisation in order for such deductions to commence or continue.
- (v) The Union shall advise the employer of any change to the amount of membership fees made under its rules, provided that this does not occur more than once in any calendar year. Such advice shall be in the form of a schedule of fees to be deducted specifying either weekly, fortnightly, monthly or quarterly as the case may be. The Union shall give the employer a minimum of two months' notice of any such change.
- (vi) An employee may at any time revoke in writing an authorisation to the employer to make payroll deductions of Union membership fees.
- (vii) Where an employee who is a member of the Union and who has authorised the employer to make payroll deductions of Union membership fees resigns his or her membership of the Union in accordance with the rules of the Union, the Union shall inform the employee in writing of the need to revoke the authorisation to the employer in order for payroll deductions of union membership fees to cease.
- (viii) The above variations shall take effect:
- (a) In the case of employers which currently deduct union membership fees, or whose payroll facilities are carried out by way of an outsourcing arrangement, or whose payroll calculations are made through the use of computerised means, from the beginning of the first full pay period to commence on or after 20 June 2003.
 - (b) In the case of employers who do not fall within paragraph (a) above, but who currently make deductions, other than union membership fee deductions or mandatory deductions (such as for taxation instalments or superannuation contributions) from employees' pay, or have in place facilities to make such deductions, from the beginning of the first full pay period to commence on or after 20 September 2003.

- (c) For all other employers, from the beginning of the first full pay period to commence on or after 20 December 2003.
3. This variation shall take effect on and from 20 June 2003.

E. A. R. BISHOP, Commissioner.

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(703)

SERIAL C2048

JEWELLERS AND WATCHMAKERS, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, industrial organisation of employees.

(No. IRC 3472 of 2003)

Before The Honourable Justice Staunton

11 July 2003

VARIATION

1. Delete subclause 7.7 of clause 7, Wages, of the award published 1 March 2002 (331 I.G. 1023), and insert in lieu thereof the following:
 - 7.7 The rates of pay in this award include the adjustments payable under the State Wage Case of May 2003. These adjustments may be offset against:
 - (a) any equivalent overaward payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Wages**

- (a) Adult Employees - All adult employees of a classification specified herein in any of the industries or sections thereof to which this award applies will, except as otherwise specified, be paid the total wage as contained in Column C:

Classification	Column A Classification Level \$	Column B Safety Net Adjustment \$	Column C Total Wage Per Week \$	Column D Hourly Award Rate \$
Process Worker	417.10	48.00	465.10	12.24
Watch/Clockmaker Tradesperson	492.20	50.00	542.20	14.27
Jeweller Tradesperson	492.20	50.00	542.20	14.27
Watch/Clockmaker Tradesperson, Special Class	533.90	50.00	583.90	15.37
Jeweller Tradesperson, Special Class	533.90	50.00	583.90	15.37

- (b) Unapprenticed Juniors -

Classification	Column A Percentage of Process Workers Min. Classification Level %	Column B Total Wage Per Week \$
Under 16 years of age	36.8	171.15
At 16 years of age	47.3	220.00
At 17 years of age	57.8	268.80
At 18 years of age	68.3	317.65
At 19 years of age	82.5	383.70
At 20 years of age	97.7	454.40

- (c) Apprentices -

Classification	Column A Percentage of Tradespersons Award Rate Level %	Column B Total Wage Per Week \$	Column C Hourly Award Rate \$
First year	42.0	227.70	5.99
Second year	55.0	298.20	7.85
Third year	75.0	406.65	10.70
Fourth year	88.0	477.15	12.56

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	7.3	Leading Hand in charge of -	

		3 to 10 employees 11 to 20 employees over 20 employees	22.95 per week 34.60 per week 43.90 per week
2	7.4	Tool Allowances - tradesperson 4th year apprentice 3rd year apprentice 2nd year apprentice 1st year apprentice	11.20 per week 9.90 per week 8.30 per week 6.15 per week 4.70 per week
3	9.3	Casual Saturday penalties - (i) Up to and including a four-hour engagement - Adult males and females Junior employees (ii) More than a four-hour engagement - Adult males and females Junior employees	4.85 per engagement 3.50 per engagement 9.75 per engagement 5.70 per engagement
4	11.1	Meal Allowance	6.85 per occasion
5	12.1	Bicycle Allowance Motorcycle Allowance	9.00 per week 28.50 per week
6	12.2	Car Allowance - Up to and including 2,000cc Over 2,000cc Allowance per kilometre travelled by car	95.35 per week 113.40 per week 0.29 per km
7	12.2	Occasional use - Up to and including 2,000cc Over 2,000cc	0.43 per km 0.47 per km

3. This variation shall take effect from the beginning of the first pay period to commence on or after 6 September 2003.

P. J. STAUNTON J.

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(259)

SERIAL C2029**MALTHOUSES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Australian Liquor, Hospitality and Miscellaneous Workers Union, New South Wales Branch, industrial organisation of employees.

(No. IRC 3026 of 2003)

Before Commissioner Bishop

23 June 2003

VARIATION

1. Delete Part B, Monetary Rates, of the award published 7 December 2001 (330 I.G. 25), and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Wages**

The rates of pay in this award include the adjustments payable under the State Wage Case 2003. These adjustments may be offset against:

- (a) any equivalent overaward payments, and/or
- (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

Classification	Wage Total
Malthouse Employee	478.40

Table 2 - Other Rates and Allowances

Item	Clause Number	Description	Amount \$
1	2.2	Shift Worker	41.90
2	2.3	Leading Hand	27.20
3	2.4	Laundry Allowance	6.20
4	2.5	Flat Rate Allowance	8.30

2. This variation shall take effect from the first pay period to commence on or after 13 July 2003.

E. A. R. BISHOP, Commissioner.

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(128)

SERIAL C2066

MM KEMBLA PRODUCTS (CLERICAL AND ADMINISTRATIVE EMPLOYEES) ENTERPRISE BARGAINING AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, industrial organisation of employees.

(No. IRC 3046 of 2003)

Before The Honourable Justice Glynn

4 July 2003

VARIATION

1. Delete subclause (iv) of clause 5, Wages, of the award published 14 July 2000 (317 I.G. 81), and insert in lieu thereof the following:
 - (iv) The rates of pay in this award include the adjustments payable under the State Wage Case 2003. These adjustments may be offset against:
 - (a) any equivalent overaward payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Wages

(i) Adults - The minimum rates of wages per week shall be as follows:

Grade	Weekly Rate Pre SWC 2003 \$	SWC 2003 \$	Weekly Rate \$
1	514.80	17.00	531.80
2	535.20	17.00	552.20
3	548.40	17.00	565.40
4	562.00	17.00	579.00
5	575.40	17.00	592.40
6	586.60	17.00	603.60
7	600.20	17.00	617.20

(ii) Juniors - The minimum rates of wages per week for junior employees shall be as follows:

Computer Operators -

Age	Former Weekly Rate \$	SWC 2003 %	Weekly Rate \$
At 17 years of age	327.10	3.2	337.55
At 18 years of age	383.45	3.2	395.70
At 19 years of age	429.10	3.2	442.85
At 20 years of age	484.95	3.2	500.45

All other Junior Employees -

Age	Former Weekly Rate \$	SWC 2003 %	Weekly Rate \$
At 16 years of age	273.90	3.2	282.65
At 17 years of age	317.25	3.2	327.40
At 18 years of age	373.80	3.2	385.75
At 19 years of age	418.85	3.2	432.25
At 20 years of age	475.45	3.2	490.65

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	7(iii)	Shift Work Allowance:	
		Afternoon Shift	80.10
		Night Shift	90.50
		Permanent Night Shift	110.55
2	7(vii)(b)	Shift Work (meal money)	10.25
3	8(ii)(d)	Meal Allowance (Overtime)	10.25

3. This variation shall take effect from the first full pay period to commence on or after 8 July 2003.

L. C. GLYNN J.

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(576)

SERIAL C2051

RESTAURANT, &c., EMPLOYEES' RETAIL SHOPS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Shop, Distributive and Allied Employees' Association, New South Wales and another, industrial organisations of employees.

(No. IRC 3208 and 3210 of 2003)

Before Commissioner Ritchie

11 July 2003

VARIATION

1. Delete clause 35, Wages of the award published 31 August 2001 (327 I.G. 368), and insert in lieu thereof the following:

35. Wages

The rates of pay in this award include the adjustments payable under the State Wage Case 2003. These adjustments may be offset against:

- (a) any equivalent overaward payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Table 1 - Wages, of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 1 - Wages

Classification	Former Rate per Week	SWC 2003	Total Wage per week
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	\$	\$	\$
Weekly Employees - Cafeteria (where food or refreshments for consumption on premises are self-served by customers)			
Head Cook	479.20	17.00	496.20
Other Cooks	472.80	17.00	489.80
Cashier	464.10	17.00	481.10
Cafeteria Attendants	462.80	17.00	479.80
General Hands	462.80	17.00	479.80
Restaurants -			
Where five or more cooks are usually employed -			
Chef	504.60	17.00	521.60
Second Cook	487.70	17.00	504.70
Grill, Stove or Relief Cook	481.30	17.00	498.30
Sweets Cook	479.20	17.00	496.20
Assistant or Vegetable Cook	473.90	17.00	490.90
Where four cooks are usually employed -			
Chef	492.40	17.00	509.40
Second Cook	484.70	17.00	501.70
Grill, Stove, Relief or Sweets Cook	479.50	17.00	496.50
Assistant or Vegetable Cook	473.90	17.00	490.90

Where three cooks are usually employed -			
Chef	485.10	17.00	502.10
Second Cook	476.80	17.00	493.80
Other Cook	472.80	17.00	489.80
Where two cooks are usually employed -			
Chef	479.10	17.00	496.10
Other Cook	472.80	17.00	489.80
Where one cook is usually employed -	478.50	17.00	495.50
General Employees -			
Supervisor	476.30	17.00	493.30
Storeman	464.20	17.00	481.20
Bar Attendant	464.10	17.00	481.10
Cashier	464.10	17.00	481.10
Butcher or Larder Cook	481.30	17.00	498.30
Waiter/Waitress	462.80	17.00	479.80
Line Maid and Seamstress	462.80	17.00	479.80
General Hand	462.80	17.00	479.80
Apprentices -			
Four year apprentice cooks			
1st year	166.50	3.2%	171.80
2nd year	194.80	3.2%	201.00
3rd year	242.70	3.2%	250.50
4th year	289.80	3.2%	299.10
Apprentices -			
Three and one-half apprentice cooks			
1st year	166.50	3.2%	171.80
2nd year	223.90	3.2%	231.10
3rd year	271.50	3.2%	280.20
4th year	293.20	3.2%	302.60

3. Delete Item numbers 2, 4, 5, 6, 7 and 8 of Table 2 - Other Rates and Allowances, of the said Part B and insert in lieu thereof the following:

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
2	5(iv)(b)	General Shops - Loading for casual employees working on Saturday: Engagement up to and including four hours Engagement exceeding four hours	4.84 9.84
4	4(v)(c)(1)(A)	Proficiency - first occasion	1.84 per week
5	4(v)(c)(1)(B)	Proficiency - second occasion	2.95 per week
6	4(v)(c)(1)(C)	Proficiency - third occasion	3.77 per week
7	25(iii)	Qualified first aid attendant	1.28 per day
8	26(i)	Tool allowance - apprentices	0.58 per week

4. This variation shall commence from the first full pay period on or after 21 July 2003.

D. W. RITCHIE, Commissioner.

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(656)

SERIAL C2037

TENNIS STRINGS AND SUTURES INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Shop, Distributive and Allied Employees' Association and Shop Assistants and Warehouse Employees' Federation of Australia, Newcastle and Northern, New South Wales, New South Wales, industrial organisation of employees.

(Nos. IRC 3213 and 3218 of 2003)

Before Commissioner Ritchie

30 June 2003

VARIATION

- Delete subclause (a) of clause 8, Arbitrated Safety Net Adjustment, of the award published 3 August 2001 (326 I.G. 684), insert in lieu thereof the following:
 - The rates of pay in this award include the adjustments payable under the State Wage Case 2003. These adjustments may be offset against:
 - any equivalent overaward payments; and/or
 - award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
- Delete (i) of Table 1 - Wages and Table 2 - Other Rates and Allowances, of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 1 - Wages

(i)

Item No.	Brief Description	Total Rate Per
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		Week \$
A	Chemist -	
	Research Chemist	559.75
	Analytical and/or Chemist	520.05
	Trainee Chemist -	
	1st year of adult experience	473.60
	2nd year of adult experience	495.55
	3rd year of adult experience	511.40
B	Manufactures of all Catgut Products -	
	Employees engaged in the following:	
	Splitting and/or harvesting raw material	479.60
	Preparing and/or washing and/or processing raw material	479.60
	Grading	479.60
	Stripping	479.60
	Making and/or measuring and/or looping	479.60
	Employees engaged in spinning strings, responsible for final products	483.65
	Employees engaged in spinning strings, not required to use discretion as to the final product	479.60
	Employees engaged as a spinning and/or drying room attendant	479.60
	Housekeeper	466.55
C	Surgical Catgut Finishing Operations -	
	Employees engaged in the following -	
	Cutting down	479.60
	Taking down	479.60
	Sanding, polishing and grinding	479.60
	Grading	479.60
	Machine gauging	479.60
	Manual gauging	479.60
	Counting	479.60
	Tying and packing	479.60
	Housekeeping	466.55
D	Tennis and other Non-Surgical Catgut Finishing Operations	
	Employees engaged in the following	
	Taking down	464.90
	Sanding, polishing and grinding	464.90
	Coating and/or lacquering	464.90
	Cutting down	464.90
	Coiling	464.90
	Grading and/or inspecting finished strings	464.90
	Tying	464.90
	Gauging	464.90
	Branding and/or packaging	464.90
E	Suture Preparation	
	Employees engaged in the following:	
	Drying and/or sterilising sutures	464.90
	Filling and/or sealing sutures	464.90
	Inspection of packaged sutures	464.90
	Ampoule making	464.90
	Winding sutures	464.90
F	Quality Control-	
	Group Leader - Quality Control Attendant	481.65
	Quality Control Attendant	470.55

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
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1	6(d)	In charge of 1 to 5 employees	18.70
		In charge of 1 to 6 employees	21.90
		In charge of more than 10 employees	26.30
2	13(e)(i)	Morning or afternoon shift allowance	13.87 per shift
	13(e)(i)	Night shift allowance	18.68 per shift
3	14	Meal Allowance	9.10
4	15	Dusty, dirty work, etc.	0.43
5	16	First-aid allowance	2.41

3. This variation shall take effect from the first full pay period commencing on or after 10 July 2003, and remain in force for a period of 12 months.

D. W. RITCHIE, Commissioner.

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(675)

SERIAL C2047

TRANSPORT INDUSTRY - RETAIL (STATE) AWARD 1999

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of Australia, New South Wales Branch, industrial organisation of employees.

(No. IRC 3271 of 2003)

Before Commissioner Connor

4 July 2003

VARIATION

1. Delete clause 4, Arbitrated Award Safety Nets and Further Claims, of the award published 15 September 2000 (318 I.G. 806), and insert in lieu thereof the following:

4. Arbitrated Award Safety Nets and Further Claims

The rates of pay in this award include the adjustments payable under the State Wage Case 2003. These adjustments may be offset against:

- (a) any equivalent overaward payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, and minimum rates adjustments.
2. Delete Part B, Monetary Rates and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Wages (Division A - General Rates)

Classification	Rate per week \$
Transport Worker Grade One	503.40

Transport Worker Grade Two	517.00
Transport Worker Grade Three	526.40
Transport Worker Grade Four	534.60
Transport Worker Grade Five	557.70
Transport Worker Grade Six	563.00
Transport Worker Grade Seven	579.40
Transport Worker Grade Eight	609.90
Transport Worker Grade Nine	534.90

Table 2 - Allowances

Item	Clause	Description	Rate \$
1	9	Driving more than one horse	14.35 per horse
2	9	Removal and delivery of furniture, etc.	4.50 per day or part thereof
3	9	Wharves and railway yards	4.50 per day or part thereof

Table 3 - Wages (Clause 12 - Juniors)

Item	Clause	Age	Percentage of Transport Worker Grade One or Two
1	12	At 18 years of age	75
	12	At 19 years of age	85
	12	At 20 years of age	90

Table 4 - Additional Payments and Allowances

Item No.	Clause No.	Description	Rate \$
1	13(a)	Amount collected per week	
2		More than \$30 but not more than \$150	4.30 per week
3		More than \$150 but not more than \$250	6.10 per week
4		More than \$250 but not more than \$400	8.80 per week
5		More than \$400 but not more than \$600	12.85 per week
		More than \$600	17.00 per week
6	13(b)(iv)(c)	Travelling and living away expenses	31.30 per day
7	13(b)(v)	Weekend / Holiday Expenses	29.05 per day
8	13(b)(vii)	Camping Out Allowance (Weekly)	67.45 per week
9	13(b)(vii)	Camping Out Allowance (less than 7 days)	9.85 per day
10	13(c)	Garaging or stabling	16.25 per week
11	13(d)	First Aid Officer	1.80 per day
12	15(i)(iii)	Minimum payable during a trial period	54.00 per week
13	17(a)(ii)	General Shops - Casual employees working on a Saturday: Engagements up to and incl. four hours - - Adult Employees - Employees under 21 years of age Engagements exceeding four hours - - Adult Employees - Employees under 21 years of age	5.25 per shift 3.50 per shift 10.80 per shift 5.95 per shift
14	17(a)(ii)	Special and Confection Shops - Casual employees working on a Saturday: - Adult Employees - Employees under 21 years of age	5.25 per shift 3.50 per shift
15	17(c)(ii)	Confection Shops finishing after 10pm.	1.50 per night
16	23(i)	Meal Allowance	9.35 per meal

17	23(ii)	Breakfast Allowance - (Confection Shops Only)	9.35 per meal
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Table 5 - Long Distance Rates

Rate = 26.06 cents per kilometre

3. This variation shall take effect from the first pay period to commence on or after 18 July 2003.

P. J. CONNOR, Commissioner.

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SERIAL C2016

ADVERTISING SALES REPRESENTATIVES (TELEVISION AND RADIO) INDUSTRIAL COMMITTEE

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by National Union of Workers, New South Wales Branch an industrial organisation of employees, for the dissolution and re-establishment of an industrial committee.

(No. IRC 6290 of 2002)

Before The Honourable Justice Schmidt

21 November 2002

ORDER

The Commission orders that -

1. The Industrial Committee, known as the Advertising Sales Representatives (Television and Radio) Industrial Committee published on 28 July 2000 (317 I.G. 509) be dissolved.
2. There be established a new Advertising Sales Representatives (Television and Radio) Industries and Callings of:-

All persons in the State, excluding the County of Yancowinna, employed substantially away from the employer's place of business in soliciting orders for advertising time on television transmissions or radio broadcasts;

excepting;

Employees performing substantially clerical duties;

and excepting also -

Employees within the jurisdiction of the Commercial Travellers (State) Industrial Committee.

3. The said Industrial Committee shall consist of two (2) representatives of employers and two (2) representatives of employees.

4. The representatives of employers shall be appointed, upon nomination as prescribed, one by Comercial Television Australia Ltd and one by the Commercial Radio Australia Ltd.
5. The representatives of employees shall be appointed, upon nomination as prescribed, by the National Union of Workers, New South Wales Branch.
6. These Orders shall take effect from 21 November 2002 for a period of three (3) years.

M. SCHMIDT J.

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SERIAL C2017

ADVERTISING SALES REPRESENTATIVES (SYDNEY DAILY NEWSPAPERS) INDUSTRIAL COMMITTEE

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by National Union of Workers, New South Wales Branch an industrial organisation of employees, for the dissolution and re-establishment of an industrial committee.

(No. IRC 6297 of 2002)

Before The Honourable Justice Schmidt

21 November 2002

ORDER

The Commission orders that -

1. The Industrial Committee, known as the Advertising Sales Representatives (Sydney Daily Newspapers) Industrial Committee published on 28 July 2000 (317 I.G. 510) be dissolved.
2. There be established a new Advertising Sales Representatives (Sydney Daily Newspapers) Industrial Committee for the Industries and Callings of:-

All persons in the State, excluding the County of Yancowinna, employed by Australian Consolidated Press Limited, Conpress Printing Limited, John Fairfax and Sons Limited, Sungravure Pty Limited and Nationwide News Pty Limited, substantially away from the employer's place of business in soliciting orders for advertising space in newspapers, journals or periodicals, howsoever described;

excepting;

Employees performing substantially clerical duties;
Cumberland Newspapers Group, a division of Nationwide News Pty Limited

and excepting also -

Employees within the jurisdiction of the Commercial Travellers Travellers (State) Industrial Committee.

3. The said Industrial Committee shall consist of two (2) representatives of employers and two (2) representatives of employees.

4. The representatives of employers shall be appointed, upon nomination as prescribed, one by John Fairfax & Sons Pty Limited and one by Nationwide News Pty Limited.
5. The representatives of employees shall be appointed, upon nomination as prescribed, by the National Union of Workers, New South Wales Branch.
6. These Orders shall take effect from 21 November 2002 for a period of three (3) years.

M. SCHMIDT J.

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SERIAL C2018

ADVERTISING SALES REPRESENTATIVES (STATE) INDUSTRIAL COMMITTEE

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by National Union of Workers, New South Wales Branch an industrial organisation of employees, for the dissolution and re-establishment of an industrial committee.

(No. IRC 6287 of 2002)

Before The Honourable Justice Schmidt

21 November 2002

ORDER

The Commission orders that -

1. The Industrial Committee, known as the Advertising Sales Representatives (State) Industrial Committee published on 28 July 2000 (317 I.G. 511) be dissolved.
2. There be established a new Advertising Sales Representatives (State) Industrial Committee for the Industries and Callings of:-

All persons in the State, excluding the County of Yancowinna, employed substantially away from the employer's place of business in soliciting orders for advertising space in newspapers, journals or periodicals, howsoever described;

excepting;

Employees performing substantially clerical duties;

And excepting also -

Employees within the jurisdiction of the following Industrial Committees:

Advertising Sales Representatives (Sydney Daily newspapers);

Commercial Travellers (State)

3. The said Industrial Committee shall consist of three (3) representatives of employers and three (3) representatives of employees.
4. The representatives of employers shall be appointed, upon nomination as prescribed, one by Australian Suburban Newspaper Association, New South Wales; one by Employer's First; and one by New South Wales Country Press Association.
5. The representatives of employees shall be appointed, upon nomination as prescribed, by the National Union of Workers, New South Wales Branch.
6. These Orders shall take effect from 21 November 2002 for a period of three (3) years.

M. SCHMIDT *J.*

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(155)

SERIAL C2160

**CLERICAL AND ADMINISTRATIVE EMPLOYEES IN TEMPORARY
EMPLOYMENT SERVICES (STATE) AWARD**

Erratum to Serial C1332 published 23 August 2002

(335 I.G. 1226)

ERRATUM

1. For the title of table (iii) Junior Rates - Computer Operator, substitute the following:

(iii) Junior Rates - Equivalent to Grade 3 or above.

G. M. GRIMSON, Industrial Registrar.

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(389)

SERIAL C2163**ICE CREAM MAKERS (STATE) AWARD**

Erratum to Serial C2021 published 15 August 2003

(340 I.G. 986)

(No. IRC 3471 of 2003)

ERRATUM

1. For Item 6 appearing in Table 2 - Other Rates and Allowances, substitute the following:

6	5(iii)(e)	Shift Allowance	14.40
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M.G. GRIMSON, Industrial Registrar.

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(517)

SERIAL C2124

OCCUPATIONAL HEALTH NURSES (STATE) AWARD

Erratum to Serial C2025 published 15 August 2003

(No. IRC 2928 of 2003)

ERRATUM

1. For the gazette reference "15 October 1993 (276 I.G. 1080)" appearing in clause 1 of the variation, substitute the gazette reference 1 December 2000 (320 I.G. 836).

M. GRIMSON, Industrial Registrar.

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(517)

SERIAL C2164**OCCUPATIONAL HEALTH NURSES (STATE) AWARD**

Erratum to Serial C2025 published 15 August 2003

(340 I.G. 1008)

(No. IRC 2928 of 2003)

ERRATUM

1. For Occupational Health Nurse Under Supervision appearing in Table 1 - Salaries, substitute the following:

Senior Occupational Health Nurse in Charge	898.90	15.00	913.90
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M.G. GRIMSON, Industrial Registrar.

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